

(b)(6)

From: (b)(6)
Sent: Thursday, July 25, 2019 2:51 PM
To: (b)(6)
Cc: (b)(6)
Subject: FW: (b)(6) has taken action on evaluation 2019 Universal Review

(b)(6)

Sir, I would very much like a response to this email. I have not copied (b)(6) however, I have copied the Director, Deputy and HR Manager II.
Thank you.

(b)(6)

Program Manager II

(b)(6)@scdhhs.gov

803-898 (b)(6)

cell: (803) 497 (b)(6)

1628 BROWNING ROAD

COLUMBIA, SC - 29210

www.scdhhs.gov



SOUTH CAROLINA

Healthy Connections

MEDICAID



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From: (b)(6)
Sent: Wednesday, July 03, 2019 10:11 AM
To: (b)(6)@scdhhs.gov
Cc: (b)(6)@scdhhs.gov; (b)(6)@scdhhs.gov; (b)(6)@scdhhs.gov; (b)(6)@scdhhs.gov
Subject: RE: (b)(6) has taken action on evaluation 2019 Universal Review

Good Morning,

I am in receipt of the 2019 Universal Review EPMS below. I have opted not to sign the review and request that this email be a permanent part of my 2019 Universal Review file.

Please see below:

Job Function: Attends meeting and training sessions as required: Regarding statement, "During the next rating period, it would benefit you to stay at statewide meetings until they are over. I know that circumstances and events can sometime alter plans, but these statewide meetings were very important with a lot of information being shared with managers. Staying at these meetings for the full session would eliminate the need to later ask questions already answered." I am requesting the names and dates of the meeting that are referenced that I did not stay until they were over and questions that I asked already answered. I recall leaving the Employees Feedback meeting on May 30th, 2019 due to becoming ill that falls under my approved FMLA /sick leave which I entered. I made attempts to speak with you prior to leaving but was unsuccessful. I informed two of the Region 1 Managers that I

was leaving and followed with a phone message to you on May 30, 2019 at 10:53 am. In the message, I stated, "not feeling my best". If this is the case you and well as Agency as this review went through the signature and approval process of several have used my FMLA (EEOC) approved rights and possible ADA rights as a negative factor against me. To state that it would eliminate the need to later ask questions already answered, is chastising me for using approved FMLA Medical leave due a condition out of my control. I am being told that requesting information as a result of being ill is something negative. Again, I am formally requesting specifics on these two statements.

Job Function: Responsible for ensuring Eligibility determinations meet accuracy standards as defined by the EEMS Quality Director. Regarding the statement, "Maintains harmonious, professional and helpful working relationships with coworkers, providers, supervisors and the general public 100% of the time." On last year's review harmonious and professional were used. This year only the term, "professional". I would like to know specifically why?

Again, In Overall, it is stated that should continue to increase my presence in the Region. Hopefully, my complete county visit schedule was reviewed for the last fiscal year. No matter what office, I am, I take the time to work.

My 2018 and 2019 review are very much similar. There appear to be a point to reference the MTC Supervisor Certification. Hopefully it is noted on all EEMS reviews. In particular, "Finding the Supervisor Within, page 5, Defining Performance Expectations, Evaluating Performance, Leading Work Teams. The overall content is very much similar to CPM. There is a focus on fair treatment of all staff.

From July 2018 to July 2019, I did not have one individual conference and no one-on session regarding my performance. I recall one Regional Director's Meeting on June 13th, 2019. No guidance, coaching nor expectations. The EPMS should not be a surprise. But, it was. For years, I allowed supervisors to participate in midyear mock reviews and we would discuss the outcomes, in order to make sure we were all on the same page regarding performance and expectations. Once the review is release to let them, I send an email to find out if they would like to have a discussion. I would never just let the review show up on their dashboard. The lines of communication were open, performance and expectations are discussed. It is a professional courtesy.

Thank you.

(b)(6)

Program Manager II

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From: donotreply@neogov.com [mailto:donotreply@neogov.com]

Sent: Monday, July 01, 2019 6:08 PM

To: (b)(6)@scdhhs.gov

Subject: (b)(6) has taken action on evaluation 2019 Universal Review

NEOGOV

(b)(6)

From:
Sent:
To:
Cc:
Subject:

(b)(6)

Thursday, July 25, 2019 2:35 PM

(b)(6)

RE: [REDACTED] DHHS Office Changes

(b)(6)

I thank you for your response. I would like for you to know that your entire response and the stand that you have taken is **completely** wrong and I do contest it. It is unfortunate that you viewed me sending an email and copying (b)(6) is an attempt to go around you and state that is not appropriate, when that is so very not true. First, it is not out of the ordinary to copy managers on emails. You and I both can go into history and pull up several emails showing this. You have communicated to supervisors that report to me directly and they have to you. We do this fairly often as an Agency. It has been conveyed that we can copy/contact the Director, HR, etc. I have opted to do so on this email.

When you were leaving, I asked you, would you like to discuss the email. You were very evasive. You did tell me that someone had contacted you regarding space in [REDACTED] and that you would be discussing with (b)(6) You did. I simply...simply after you left, thought about your meeting with (b)(6) and took upon myself to send both of you an email with additional information that I felt was important. You, know it's not out of the ordinary for me start an email with a reminder of my request. Again, I did not view that as anything out of the ordinary. I received two emails from (b)(6) on Monday, July 22, 2019 which stated "Please continue to communicate with us as solidify roles and another response" and another one, "We appreciate the feedback and thank you for being such a committed partner in this process. Please let me know if any additional questions". Per, your instructions below I will discontinue copying (b)(6) would not be fair if this is not conveyed to everyone at least in EEMS.

Yes, you asked for travel plans on July 17, 2019. I recalled you to say travel reports for the ending week of July 19, 2019. I apologize if I did not hear you give a deadline, but I did not.

I will search for emails and/or notes on the discussion with (b)(6) regarding blending [REDACTED] and his staff in with staff on the main floor. I can attest to is that these instructions and conversation took place during my last conference call with (b)(6) while I was in the Newberry office. We have had conversations with DSS and I have had ongoing conversations with [REDACTED] and [REDACTED]

I would like for everyone on the this email to know, that this is what I feel. I feel blackballed, attacked and harassed for the smallest thing that I do. It does not matter what I do, from some it's the negative that is highlighted and not the positive. I am a dedicated employee and work hard. I don't go around telling lies and/nor do things underhanded.

Thank you.

(b)(6)

Program Manager II

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From: (b)(6)

Sent: Thursday, July 25, 2019 1:14 PM

To: (b)(6) @scdhhs.gov (b)(6) @scdhhs.gov

Subject: RE: (b)(6) DHHS Office Changes

(b)(6)

I asked you yesterday to hold off until we had an opportunity to discuss. Sending an email to (b)(6) after I responded in email and spoke verbally to you about requested (b)(6) changes is not exactly following my instructions. This appears to be an attempt to go around me and that is not appropriate. So, here is what we will do moving forward.

Effective immediately, you will follow your chain of command. All questions you have related to work processes, county operations, and any Local Eligibility Processing issues/concerns should be forwarded to me first. I will forward them up the chain if necessary. You should know that copying (b)(6) will not be viewed as sending to me first, as instructed.

Later today, all Regional Directors will receive appointments for individual conferences throughout the remainder of this year. These will be in-person conferences and mandatory. If you are unable to attend a conference, please notify me 24 hours in advance and in writing with an explanation as to why you are unable to attend. I will send out topics and a format for conference discussions before your first scheduled session/conference.

During our conference call on July 17, 2019, all Regional Directors was asked to provide their travel plans for the upcoming week by close of business Fridays. This request was for Friday, July 19, 2019. You forwarded me your schedule on July 22, 2019. As a kind reminder, I expect these plans by close of business on Fridays.

Regarding the requested (b)(6) office changes, please forward me any emails from last year related to this approval. I have researched, but unable to find a reference or proposal for these (b)(6) changes.

Thanks for the help.

(b)(6)

PROGRAM MANAGER II

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f b p

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From: (b)(6)@scdhhs.gov
Sent: Wednesday, July 24, 2019 7:00 PM
To: (b)(6)@scdhhs.gov; (b)(6)@scdhhs.gov
Subject: RE: [REDACTED] DHHS Office Changes
Importance: High

(b)(6) and (b)(6)

I would like to ask that you please provide me with a response on this, since this was placed on hold. This project was given final approval over a year ago. As, indicated at one point we thought we had secured the space but DSS later claimed it. We continued to assess the building for space. I discussed this with [REDACTED] several times in the past and shortly with [REDACTED] after she acquired [REDACTED]. I asked [REDACTED] to continue to assess the office for space to relocate [REDACTED] and his staff to the main floor with other staff.

I understand, DSS recently made one of their conference rooms, into office space. It would be one of the two that we have used in the past. Now, with DSS as large as they are having only one conference room and Medicaid not having any, this increases the need for a change in order for us to have own conference room for things such as Employee Feedback sessions, individual conferences, meetings, etc. This also will give [REDACTED] the opportunity to participate in lobby(quarterbacking, etc.) duties as the other supervisors and provide his staff with additional peer support.

I spoke with [REDACTED] and she welcome this change since she no longer supervise [REDACTED] managers. It will take her out of the mix. [REDACTED] is supportive, also.

Again, please let me know what else is needed to move forward.

Thank you.

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(b)(6)

From: (b)(6)
Sent: Monday, March 12, 2018 9:43 AM
To: (b)(6)
Cc:
Subject: FW: Friday Meeting, March 9th, 2018
Attachments: SKM_C45818031210390.pdf

Mr. (b)(6) and Ms. (b)(6)

Please see attachments regarding the meeting on Friday, March 9th, 2018. Please reference item 8 on the To-Do-List. I often make quick handwritten notes at my desk. Again, anyone is welcome to view the original list as you will be able to see it was previously written.
Thank you.

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From: 10.58.129.203@scdhhs.gov [mailto:10.58.129.203@scdhhs.gov]
Sent: Monday, March 12, 2018 10:40 AM
To: (b)(6)@scdhhs.gov
Subject: Message from KM_C458

March 11, 2018

Mr. (b)(6) DHHS EEMS Director
Ms. (b)(6) HHS Human Resources Director

Re: Friday, March 9th, 2018 Meeting

Respectfully Mr. (b)(6) and Ms. (b)(6)

I request to have information submitted that I conveyed on Friday, March 9th, during our meeting:

- That around April 2017, I had a discussion with my daughter regarding tolls due to a surprisingly high toll bill that I had received (attached copy of bill). I informed my daughter that unlike my place of employment that has account for such charges, that we are responsible for payment. During the winter break, I asked my daughter whether or not there were any more toll charges. As a result of our second conversation it prompted me to check. I added to my to-do list to check on tolls (attached a copy of January 29th, 2018 to-do-list). Anyone is welcome to view the original list. You will see that it was written some time ago. I was prompted by the items on this list when I saw the title Travel with the term "Fiscal" behind first on February 23rd. When I responded to the email on February 26th, I made the inquiry.
- The Documentation mentioned my email response on February 27th, 2018 but it failed to include the initial email that I sent on February 26, 2018 in which I copied Mr. Hampton in that I requested clarification on the policy. By which I indicated, *"I traveled to Pickens during the latter part of last year and used the left lane for automatic billing to the state. It's my understanding with state vehicle you have that option. Do you know if there is the option to use the state credit card for toll or should I in the future use the regular lane, pay and complete a travel voucher and receive reimbursement?"*
- On February 27th, 2018 I received the response and clarification from (b)(6) that *"We don't have toll booth passes for state vehicle. As far as paying and reimbursement, you would need to follow up with fiscal. My follow up question as indicated on February 27th, 2018 was "Can you check for toll charges for February 09th, 2018 and October 27th, I will pay the fee and follow the reimbursement process. Mr. (b)(6) provided the clarification. I also called the Southern Connector and spoke with Ms. (b)(6) who informed the toll had been paid through an Agency's Account."*

(b)(6)

3.11.18 1

I did not intentionally pay this toll. It was on a to-do list and a result of a misunderstanding. I was in the process of addressing the issue when presented with the document on March 9th, 2018. I do believe we all could have benefited by a conversation prior to March 9th, as afforded in the past. I am concerned, because I do feel like I am under a microscope and being subjective to a more punitive action.

I have been a state employee for over 34 years and it is unfortunate and very disheartening to me that the Agency would view this as an intentional violation on my part. I would never put myself in a position to jeopardize my reputation and employment and certainly not for \$1.75, plus approximately \$12.00 dollars Admin fees. I am a mother of two daughters in college, with goals for a future in law and medicine. I have a single mother who passed (very difficult) away just one month before this incident, who instilled in me the importance of accountability, so in addition to my responsibility as an adult, employee, my responsibility to my daughters and mother, there is no way that I would conduct myself in a manner unbecoming of a state employee or willfully violate written rules, regulations or policies in this or any other matter.

Last, I am forwarding a money order to the Agency for \$30.00 to pay for the \$1.75 toll (twice) and the approximately \$12.00 as Administrative fee. As a result of this and it weighing so heavily on me all weekend; I have to return these fees. If nothing else, I respectfully donate these funds to the Agency to be used towards a good cause such as our Wellness Program or helping those in needs. It is also my wish that the Agency would reconsider their stand on this matter.

Thank you for your time.

Best Regards

(b)(6)



Cc: Ms. (b)(6) DHHS EEMS Deputy

Ms. (b)(6) DHHS Human Resources Deputy

PMcWhite,

3.11.18 2

**SOUTH CAROLINA
DEPARTMENT OF HEALTH AND HUMAN SERVICES**

THE LANGUAGE USED IN THIS POLICY DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE WORKFORCE MEMBER AND THE DEPARTMENT. THIS DOCUMENT DOES NOT CREATE ANY CONTRACTUAL RIGHTS OR ENTITLEMENTS. THE DEPARTMENT RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.

AS007.00 South Carolina Health and Human Services State and Rental Vehicle Usage Policy and Procedures

Policy Statement SCDHHS will maintain a process to ensure State and Rental Vehicles are properly utilized by Workforce Members.

Policy Effective March 15, 2018

Applies To All SCDHHS Workforce Members

Purpose To establish guidelines and procedures for the use of State and Rental vehicles. This policy applies to all Workforce Members. Facilities Management and Resources is responsible for establishing and enforcing policies regarding the use of State and Rental vehicles to conduct business for SCDHHS. The implementation of this policy will require the cooperation of all Department of Health and Human Services' Work Force Members to make the policies and procedures set forth herein work as smoothly and efficiently as possible.

007.01 Official Use of State and Rental Owned Vehicles

State and Rental owned motor vehicles are authorized for use in the performance of all travel or tasks necessary to accomplish official State business that is within the rated design capability of vehicle. Use is not authorized for unofficial travel or tasks, the transport of unauthorized persons or items, personal business or the performance of tasks outside the rated capacity of the vehicle.

Drivers will abide by applicable State and Federal laws while operating State vehicles. Posted speed limits will be observed and traffic signs and signals will be obeyed.

007.12

Accidents

All Workforce Members involved in an accident while driving a State vehicle must follow reporting procedures contained in the log book. Once reporting procedures are followed, obtain a copy of the vehicle accident report and immediately contact the Facilities Management and Resources Vehicle Coordinator. All reportable incidents are reviewed by the State Accident Review Board (SARB). The SARB will make a determination as to whether the driver was "at fault" or "not at fault." If a ruling of "at fault" is issued, the Board may recommend either of the following:

- The driver be issued written counseling which must be forwarded to the Employees Direct Supervisor and the Office of Human Resources
- The driver attends a Defensive Driving Course within three (3) months; and the Department is assessed a fine up to \$200.

Additionally, if the Board finds that the employee was under the influence of alcohol, drugs, or other controlled substances which caused the accident, they may be held liable for the entire amount of damage to the State vehicle.

Rentals. Workforce Members involved in an accident in a Rental vehicle must follow reporting procedures as outlined in the rental agreement and maybe subject to driver corrective actions as stated above.

007.13

Traffic Violations

All traffic violations and any resulting fines imposed on an employee are the personal liability of the driver and should be handled immediately. Parking tickets must be paid by the driver in a timely manner to avoid an increase in the fines.

All speeding and traffic violations result in fines are the personal responsibility/liability of the driver and should be settled immediately.

007.14

Complaints

If a complaint is received alleging that a State or Rental vehicle was operated in an unsafe manner by an employee, the supervisor/manager of the driver must review the facts of the situation alleged in the complaint. If the supervisor determines that it is more likely than not that the employee was operating the vehicle in an unsafe or inappropriate manner, then, at a minimum, the driver must be counseled, regardless of whether the counseling is an informal discussion or a formal oral warning. Depending on the severity of the conduct, the number of complaints received against a particular employee and whether the employee has received prior disciplinary action, the disciplinary action may be more severe and may include revocation of the privilege to request a State or Rental vehicle.

**SOUTH CAROLINA
DEPARTMENT OF HEALTH AND HUMAN SERVICES**

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HR 018.00 Outside Employment Policy and Procedures

EFFECTIVE: August 23, 2012

APPLIES TO: All Full-Time Equivalent (FTE), Temporary Grant, Time-Limited
and Temporary Employees of the South Carolina Department of
Health and Human Services (the Department)

POLICY

Employees of the Department of Health and Human Services (the Department) may not engage in outside employment except as sanctioned in this policy and associated procedures.

Outside employment is defined as any form of employment, business relationship or activity involving the provision of personal services for compensation, other than in the discharge of official Department duties. Activities may include but are not limited to, consulting, advising, testing, performing analyses or other similar work performed in addition to official Department duties or responsibilities.

This policy addresses outside employment, which is separate from dual employment. In accordance with South Carolina Code of Regulations Section 19-700, dual employment is defined as, an agreement by which an employee within a state government agency accepts temporary or part-time employment with the same or another state government agency. This policy is in addition to and does not exclude Department employees' responsibilities in accordance with the South Carolina Code of Ethics Rules of Conduct (SC Code §8-13-700, et seq).

OUTSIDE EMPLOYMENT POLICY AND PROCEDURES
August 23, 2012

1

**SOUTH CAROLINA
DEPARTMENT OF HEALTH AND HUMAN SERVICES**

- D. Employee must not represent, nor claim to represent, the Department or its employees while engaged in outside employment. The employee must not claim to establish official Department policy or guidelines by participation in any form of outside employment.
- E. Employees must not engage in outside employment as a consultant to any person or entity in an attempt to circumvent the above described conflicts of interest.
- F. Employees must not engage in outside employment which constitutes an unauthorized practice for state employees under the laws or policies of the state.
- G. The employee must not use his or her position with the Department, nor any information gained as a result of his or her Department position, to secure, continue, promote or otherwise affect the outside employment.

18.02 Request Procedures

- A. To request approval for outside employment, the employee must submit a completed Outside Employment Request Form to his or her direct supervisor. Upon receipt, the direct supervisor is responsible for submission and recommendation to the Department's Office of General Counsel for review and final approval.
- B. If the employee was not engaged in outside employment prior to the effective date of this policy, the employee must receive written approval from the Office of General Counsel prior to engaging in any outside employment.
- C. If the employee was engaged in outside employment prior to the effective date of this policy, the employee may not continue the outside employment if such employment is disapproved under this policy. If an employee's outside employment is approved, the employee must:
 - 1. Reapply for written permission if the nature of the outside employment changes at any time;
 - 2. Notify his or her supervisor, in writing, should the employee's supervisor change; and
 - 3. Notify his or her supervisor, in writing, when the approved outside

OUTSIDE EMPLOYMENT POLICY AND PROCEDURES

August 23, 2012

3

Thursday, August 15th, 2019

To:

(Via Agency Fax)

Mr. (b)(6) Agency Director, SC Department of Health and Human Services

Ms. (b)(6) Deputy Director, Human Resources, SC Department of Health and Human Services

Thru:

(Via Email)

The Honorable Henry McMaster, Governor of South Carolina

The Honorable Alan Wilson, Attorney General of South Carolina

The Honorable Sean M. Bennet, SC Senator and Chairman of the Ethics Committee

Mr. Joseph N. Mazzara, Acting Executive Secretary, US Department of Labor

Ms. (b)(6) Executive Director, SC Dept. of Administration

Ms. (b)(6) Director, Human Resources of SC Dept. of Administration

Mr. (b)(6) Chief of Staff for the Governor

Mr. Chief of Staff for the Governor

Dear Mr. (b)(6) and Ms. (b)(6)

I have made known my treatment as an employee at the South Carolina Department of Health and Human Services, which I have viewed has been vastly unfavorable. I do apologize if I have come across as an irritant. However, that has never been my intent. I always made it a point to provide some form of supporting documentation, in order not to waste and be respectful of anyone's time. Additionally, I am certain if you walked in my shoes, you would do the same. I have started and stopped the process of contacting the entire General Assembly and media, as a result of support and advice given, to allow the Agency to address my concerns. This was an easy concurrence, because I have always wanted to work with the Agency.

Yet, I am compelled to contact you again and in transparency, due to the latest occurrences that continue to be detrimental to my health daily and causing deterioration. I feel that I have no other choice and being forced to take a leave of absence in order to preserve my health and prevent impairment. I have suffered.

Therefore, I respectfully ask for a personal review of my situation by our Honorable Governor and Attorney General. I would like for finality to my situation that has been going for over four years.

- Mr. (b)(6) and Ms. (b)(6) in July 25th, 2019 you were copied on an email to my direct supervisor. The response to me was based on the worst possible conclusion anyone could reach regarding false intentions and actions. It was completely untrue. As a result, aggressive and demeaning punitive were placed upon me. What made the response even more disturbing and difficult to digest was that what I did was not out of the ordinary. It was not the first time I sent my immediate supervisor an email and copied EEMS Deputy Director. Yet, instructions handed to me were that, *"effective immediately, I am to follow my chain of command. All questions I have related to work processes, county operations and Local Eligibility issues/concerns should be forwarded to my supervisor first. Then my supervisor will forward them up the chain if necessary. I should know that copying the Deputy will not be viewed as sending to my supervisor first as instructed."* I am still today astonished by this response, which has not been rescinded and appears to apply to no-one else. To me again, this is a mere situation chosen to make an issue out of for harassment and intimidation. It is a repeat of prior fault-finding.
- I have inquired approximately 4 times regarding what I deemed as punishing comments on my EPMS that was received in July 2019. First, comments regarding me leaving statewide meetings and as a result of this asking questions. I have requested the names and dates of these statewide meetings, as the timeframe in question is this past year. Therefore, the specifics should be readily available. Yet, as of today, I have not received this information. I have been completely ignored. I am aware of leaving one statewide meeting due to FMLA Sick Leave. I reported that I was not feeling well appropriately and entered my leave in as FMLA Sick Leave, which was approved. This is devastating to me, because I did not chose to have a medical condition. Nor would I take leave if I was able to work. That is my reason for apply for the coverage. As a result of such remarks alone, I am now paranoid and reluctant to take FMLA sick leave, even when I am feeling my worst. I have contacted the US Department of Labor.
- Secondly on my EPMS, are comments directing me to work out of the Newberry DHHS two days per week. That is essentially moving my work site to an office which is in violation of the Involuntary Reassignment- the movement of an employee's principal of State Human Resources Regulations of employment in excess of 30 miles from the prior workstation at the initiative of the Agency.
- Last month, we were notified that meeting with C&I Private Company have resume. I respectfully ask and implore you to excuse me from directly meeting with this company. I have not found this company to provide accurate nor fair data when it come to the counties I represent nor myself.
- I am still awaiting my Planning Document.

It is important that you again know that I gain no sense of accomplishment nor pleasure out of the chastisement of others. When mistakes are made that are not intentional nor egregious, there should be consideration to educate, train and rehabilitate employees. There are times when mistakes are made out of haste, poor judgement, etc. Actions should be weight carefully and methodically. I personally do not feel like the prior HR Office operated under these principles. I continue to relive past events that I have attempted to put in the past and move forward. The incident of suddenly making the act of me copying the EEMS Deputy an issue and aggressively penalizing, controlling and silencing me and comments on my July 2019 EPMS are all too familiar. All this harshness, seems to be a continuation of occurrences in the not so recent past.

As you may recall, In May 2015, I was given instructions by the former EEMS Deputy to find ways to take adverse action on a former manager of the Horry DHHS Office. Yet, I knew based on who I was that I was not going to target anyone for termination. This proved to be an overpowering and consuming challenge that one could not even fathom unless you experienced it. For over a year, while fulfilling my duties of supervising two Regions as well as other management obligations, I had to constantly answer the question, "how is this manager doing...is she going to make it; while supervising a manager who highly suspected something was going on and as a result made her supervision more intricate. I anticipated some level of retaliatory actions for this but failed to conceptualize how severe and ongoing it would be.

As, once it became obvious that I was not going too engaged in such unethical acts, the deleterious treatment towards me began. In 2016, I was given a written warning with a false orientation date for a supervisor, referring to the former EEMS HR Manager II, as a HR Liaison, diminishing her role and stating that I allowed the EEMS HR Manager II to make a call to a Vendor Temp Agency to release a vendor with a medical condition. An EEMS HR Manager II, whom reported that her EEMS Supervisor (PMII EEMS Manager, as myself) at that time also called the Vendor Temp Agency management to inform them her(EEMS HR Manager II actions was regarding the vendor temp release was valid. This was an EEMS HR Manager II who also overseen the Vendor Temp Program. I followed the same process that I, as well as managers, statewide and in other state agencies followed in that once an HR action was brought to my attention, I reported it to the EEMS HR Manager II. Whom in return research HR policy, informed me of the decision and because it was an HR matter took it upon herself to carry out the action and informed the Vendor Agency accordingly. This incident of what could have happened, should have never been used as a punitive action for anyone. In a contradiction, one statement on the document conveyed that I alone was responsible for making such decision and another statement says, I was responsible for consulting others. Attempted to make an unrealistic issue regarding county visits, when no prior instructions were given. Only to deviously and covertly add a one line on my next evaluation document. Yet, these are not all the inconsistencies on the document and as of today remain in my file. Because of this I cannot resist entertaining the thought of what else damaging has been added to this occurrence or

my file that I am not aware and presented to others in support of false and contradictory statements. The fact that someone has to rely on any level of dishonesty in a disciplinary action must be a red flag and not acceptable.

In 2018, I was presented with another written disciplinary for going through a toll, as I had the understanding employees had the option of using an Agency account. I would never jeopardize my employment for about 1.75. All I conveyed with some verification. Yet, within weeks afterwards, an internal policy was issued providing clarifications and information to all employees. Information that I would benefited from and not made a honest mistake. Then on a statewide Supervisor Call the former EEMS Deputy Director granted amnesty to anyone who had violated the Outside Employment Policy, which is listed under the Agency Human Resources. Yet, the Agency has again remained quiet on this issue, which is prejudicial treatment to everyone that have received any form of disciplinary action. Another aspect of that 2018 administration of the written warning is that I sat on an interview panel that morning with my supervisor and an HR Representative and at the end of the interviews, was presented with the written warning. That was a callous act and has caused me to be very apprehensive, distrustful and dreadful of some Agency meetings, especially HR.

Earlier this year once again, I came to face with dishonesties in writing regarding my job ethics, when I received an email from the former EEMS Deputy Director with false accusations. This within itself should serve as valid reasons to question not only punitive but other actions carried out under this tenure. I share this, because interactions with employees on all levels combine with a self-reflection has taught me that it is Leadership responsibility to make it right for all employees, especially when there is a question of wrong by Leadership.

The Agency has failed, not only me, but all employees. No response nor action is a very distinct and powerful response. In doing so continue, to send a clear message that certain employees as well as I are undervalued as an employees. This has been very disappointing.

I will continue to work in a cordial, responsible and professional manner as I proudly serve our employees and the citizens of South Carolina.

Thank you for your time.

Best Regards

(b)(6)

EXAMPLES OF RECOGNITION DATA MINAPULATION, ERRONEOUS, Etc.

(Note: Chart same as spreadsheet)

MIDLANDS PROCESSING CENTER					
January 07 th – January 11 th , 2019			January 14 th – January 18 th , 2019		
	Chart	Narrative		Chart	Narrative
Completion Rate	82	82	Completion Rate	80	82
Avg Trans Time	43	43	Avg. Trans Time	42	43
Avg Case Per Day Per Staff	10	9	Avg Case Per Day Per Staff	8	9
Potential Utilization	76	76	Potential Utilization	68	76
Actual Utilization	80	80	Actual Utilization	78	80
Avg case per day per staff differs			No matching data. According to chart does not quality. Same data use for the 11 th and 18 th week.		

MARION DHHS					
January 07 th – January 11 th , 2019			January 14 th – January 18 th , 2019		
	Chart	Narrative		Chart	Narrative
Completion Rate	83	83	Completion Rate	72	72
Avg Trans Time	34	34	Avg. Trans Time	36	34
Avg Case Per Day Per Staff	10	110	Avg Case Per Day Per Staff	9	110
Potential Utilization	68	68	Potential Utilization	70	68
Actual Utilization	85	85	Actual Utilization	73	85
Avg case per day per staff differs (110?).			All differs with the exception of completion rate. Avg case per day per staff differ with 110 duplicated...used again (110?)		

CHARLESTON PROCESSING CENTER					
January 14 th – January 18 th , 2019			January 21 – January 25, 2019		
	Chart	Narrative		Chart	Narrative
Completion Rate	73	73	Completion Rate	69	73
Avg Trans Time	33	33	Avg. Trans Time	36	33
Avg Case Per Day Per Staff	10 (12)	10	Avg Case Per Day Per Staff	10	10
Potential Utilization	63	63	Potential Utilization	69	63
Actual Utilization	79	79	Actual Utilization	81	79
Avg. Case Per Day Per Staff differs on 1.21 spreadsheet, when listed in the prior week shows as 12.			Same data used for both weeks. All data differs with the exception of Avg. case per day per staff		

WEEK OF December 31st 2018 – January 04th, 2019

LEXINGTON DHHS	Chart	Narrative
Completion Rate	85	85
Avg Trans Time	39	39
Avg Case Per Day Per Staff	8	8
Potential Utilization	66	66
Actual Utilization	73	73
Did not qualify as did not meet the 9 set standard.		

LANCASTER DHHS	Chart	Narrative
Completion Rate	78	78
Avg Trans Time	41	41
Avg Case Per Day Per Staff	9	8
Potential Utilization	61	61
Actual Utilization	73	73
Did not qualify per narrative as did not meet the 9 set standard.		

LANCASTER PROCESSING CENTER	Chart	Narrative
Completion Rate	79	79
Avg Trans Time	36	36
Avg Case Per Day Per Staff	9	10
Potential Utilization	61	61
Actual Utilization	68	68
Did not qualify due to failure to meet the 70% Actual Utilization Standard. Avg cases process differs.		

York DHHS	Chart	Narrative
Completion Rate	76	76
Avg Trans Time	37	37
Avg Case Per Day Per Staff	11	9
Potential Utilization	72	72
Actual Utilization	72	72
Error as Avg. Case Per Day Per staff differs.		

Note: Listed Greenville Processing Center in error as meeting, as the case processed on average per day was 5. Should have been Greenville DHHS. The county meet all five criteria.

EXAMPLES OF REFERENCED CONVERSATIONS WITH C&I REGARDING DATA DISCREPANCIES

Note: Week of January 21st – January 25th, begins with Greenwood (Region1), with a completion rate at 65%, which is below the 70% - 90% standard. According to this number the county did not qualify and is the only county listed for the Region. Also shows only 1(county in Region 1 with an improvement rate above 10%. It follows a trend that when I questioned data, which I did on January 16th, 2019 and as I have done in past, that my showing and numbers decrease (see last entry on chart below).

Please see examples below, as well as other discrepancies.

DATE(S)	DISCUSSION
October 2017	I requested specific information regarding a utilization decrease from 78% percent to 68%. C&I's Response: <i>"My apologies first and foremost. We are sorry. For some reason when the utilization rate for August 2017 was determined the calculation was incorrect due to a box not being checked in the filter. Region 1's correct utilization for August 2017 was 62% and not the 75% reported."</i> I asked prior to that noticed the Processing Centers were not included as I noticed their performance numbers were very good. C&I's Response: <i>Adding both processing centers the regions utilization rate remains the same at 67%.</i>
December 2017	From C&I regarding November 2017 report. <i>We changed the format this month. As a result, we may be including or excluding some folks incorrectly, and utilization may be impacted. I am working with our data person to revise reports as necessary.</i>
January 2018	In January 2018, I reported a county observation when comparing numbers from the caseworker summary report, in which there number of cases claimed seems to be higher and a lower transaction. C&I Response: <i>I will review the report and see what I can find out. I am guessing the discrepancy is due to the reports only looking at core hours. The finish later cases can also account for some or the discrepancy. We initially developed the reports to show utilization. They are comparing Pathos utilization and the progress report utilization. We hope to start using the Pathos utilization in the next couple of months and then we should start seeing fewer discrepancies.</i>
January 2018	Email From C&I regarding December 2017 Progress Report R1. <i>We retooled the reports this month, so you will notice a slightly different presentation. The PMs and others have pointed out some discrepancies in production numbers on reports vs Pathos. Reports are pulling data from Pathos, so if we are looking at the same period of time, numbers should match. I have asked our data person to research what's happening. Let me know if you have any questions or if you see any folks missing or in the wrong place.</i>
February 2018	In an email to C&I, I followed up from the last meeting in order to share some examples pulled by the county supervisors as numbers on the reports were different. When one county used 21 days instead of 18 days the numbers were close to their report. When 18 days instead of 21 days counties utilization rates

	<p>were higher. I conveyed supervisors were concern with the significant drop for 2017. C&I's Response: <i>I will see what light I can shed on the issue. I will also reach out to our data person again and see what he can find on the discrepancy issues. Stay tuned.</i></p>
October 2018	<p>Email for C&I, Attached you will find updated progress reports for the month of September 2018. Based on questions from supervisors there was a <i>discrepancy</i> identified with the Utilization of Potential Attendance. After researching the question, it was identified that due to a system update applied in Pathos on Monday, October 1st.</p>
<u>December 2018</u>	<p>I sent an email to ask if the 20 cases processing per day per worker in a county was correct. I added this caught us off guard and surprising as this county was not affected by the inclement weather, therefore the report showed incorrect processing numbers and the total numbers from the case worker summary were different from 235. C&I's Response: <i>Yes, based on the data. I spoke with the performance managers regarding Region 1 and the weekly recognition data. As a group we talked through the inclement weather days and delayed opening and decided that a 3 day work week is what we should allow specific to region 1 (Note: no input from the Regional Director). C&I's Follow Up Response (12.19.18, 4:46 pm): Yes, that is correct. We are using 3 days for all county offices. I can adjust that number if you would like me to. If an adjustment is made, it will have to be done for the entire region as we're unable to do that on an office by office level. Thank you for finding the discrepancy in the report. You all are also correct that the region case summary is slightly different than the office summary report. It looks like there are 2 additional cases given an approve or deny disposition that being counted on the office summary report versus the regional summary report. I will send this information on to our Pathos Support Team to see if they can find a resolution. C&I Responds again, (12.19.18, 10:00 pm): I just spent some time talking with our Pathos team and they've informed me that the information previously share is incorrect. Please accept my sincerest apologies. From my understanding after speaking with the team, we cannot use the office summary report to compare to the regional case summary report.</i></p>
<u>January 2019</u>	<p>I questioned the weekly recognition process regarding "no contact" and "of note" recognition. I was concern as a result of one of my counties meeting four of the recognition standards. The only one missed was "average transaction times (25-50 min). The transaction time listed for the county was 24 minutes. One (1) minute short of 25. Yet, with December 31st – January , for another Region there were 2 counties listed as meeting all five criteria with 8 cases worked per day per staff(below the 9). For the week of January 14th, there was one county showing on the spreadsheet with 8 cases worked per day per staff; yet the narrative showed 9. There was 1 county listed with an Actual Utilization of 68% which is below 70%. All not eligible based on the criteria stated but listed by C&I under counties meeting all five criteria. C&I's Response: <i>We can focus on only the 5 criteria for the data or as leadership shared the regions can chose what they wish to recognize inside or outside of the provided data(the key is still data C&I provides). The note of items are identified as showing improvement of 10% or greater for completion rate, no contact rate, potential utilization and actual utilization. There were numerous recognitions of improvements under 10%.</i></p>

VAExecSec

From: VAExecSec
Sent: Monday, August 19, 2019 4:49 PM
To: McVicker, Carrie A.; VAExecSec; Harper, Prevolia
Cc: (b)(6)
Subject: RE: Federal Council of EXECSEC, 2019 agency EXECSEC highlight report, action requested by COB September 30, 2019

This has been assigned to VIEWS 1415665.

Thanks

From: McVicker, Carrie A.
Sent: Monday, August 19, 2019 4:23 PM
To: VAExecSec <VAExecSec@va.gov>; (b)(6)@va.gov
Subject: RE: Federal Council of EXECSEC, 2019 agency EXECSEC highlight report, action requested by COB September 30, 2019

I think me. And it is due Sept 30.

Carrie A. McVicker
Executive Secretary
Office of the Secretary
Department of Veterans Affairs
Carrie.mcvicker@va.gov
(202) 461-4861

From: VAExecSec
Sent: Monday, August 19, 2019 4:23 PM
To: McVicker, Carrie A. <Carrie.McVicker@va.gov>; VAExecSec <VAExecSec@va.gov>; (b)(6)@va.gov
Subject: RE: Federal Council of EXECSEC, 2019 agency EXECSEC highlight report, action requested by COB September 30, 2019

Hi Ms. Carrie,

Who would be the sig level on this one?

Due Date?

From: McVicker, Carrie A.
Sent: Monday, August 19, 2019 4:14 PM
To: VAExecSec <VAExecSec@va.gov>; (b)(6)@va.gov

Subject: RE: Federal Council of EXECSEC, 2019 agency EXECSEC highlight report, action requested by COB September 30, 2019

Yes I am working on it slowly. You can create a VIEWS number on it if that is easier. I am filling in the WORD document.

Carrie A. McVicker
Executive Secretary
Office of the Secretary
Department of Veterans Affairs
Carrie.mcvicker@va.gov
(202) 461-4861

From: VAExecSec
Sent: Monday, August 19, 2019 4:02 PM
To: McVicker, Carrie A. <Carrie.McVicker@va.gov>; (b)(6) <[REDACTED]@va.gov>
Subject: FW: Federal Council of EXECSEC, 2019 agency EXECSEC highlight report, action requested by COB September 30, 2019
Importance: High

Carrie – I believe you are working on this one, should I still give it a VIEWS #? Please advise if you have completed or if any other action I need to do.

From: AgencyExecsecReport <agencyexecsecreport@fema.dhs.gov>
Sent: Tuesday, July 30, 2019 2:57 PM
Subject: [EXTERNAL] Federal Council of EXECSEC, 2019 agency EXECSEC highlight report, action requested by COB September 30, 2019
Importance: High

We hope you are having a wonderful summer and staying safe, cool, and hydrated. As you are aware, the Council of Federal Executive Secretariats, agency EXECSEC highlight report committee is in the process of composing a 2019 addition for publication in late fall 2019. A similar highlight report of Cabinet level agency EXECSECS was published in 2011. The vision for the 2019 addition is to collect and capture the most current and future agency EXECSEC trends and statistics.

We are seeking your assistance. The information you provide will be extremely valuable and will pave the way for current and future mission accomplishment.

Attached to this correspondence are 2 documents:

- Data intake form, final vers, 2019 agency EXECSEC report. In this document, you will find formatted pages/fields for you to input your agency EXECSEC data. We ask that you utilize this document to input and submit the information we are seeking.

- Example data, document, final vers, 2019 agency EXECSEC report. In this document, you will find examples of the information we are requesting. We encourage you to use this document as a companion example document.

We ask that you submit your completed document no later than, COB, September 30th, 2019, via email to:

agencyexecsecreport@fema.dhs.gov

Should you have any questions, please do not hesitate to contact us. We look forward to learning all about your agency EXECSEC operations. Again, thank you in advance for your assistance.

(b)(6) [redacted] Dept of ED, and,
(b)(6); (b)(7)(C) [redacted] Dept of Homeland Security/FEMA

VAExecSec

From: VAExecSec
Sent: Tuesday, August 20, 2019 9:19 AM
To: VAExecSec
Subject: FW: DHS Memo - Appt. of a Federal Coordination Team for Las Vegas NYE
Attachments: 19-3433 For Distribution - FCT Appt Memo + Att 08.20.19.pdf

From: (b)(6); (b)(7)(C) @hq.dhs.gov
Sent: Tuesday, August 20, 2019 9:07 AM
To: eWash-WHSR@nsc.eop.gov; 'DOExecSec@ios.doi.gov'; 'DOTExecSec@dot.gov'; 'DOJExecSec@usdoj.gov'; 'DOCECExecSec@doc.gov'; 'USDAExecSec@usda.gov'; 'ExecSecDOL@dol.gov'; 'ES.Central@hq.doe.gov'; 'EDEExecSec@ed.gov'; 'VAExecSec@va.gov'; 'HHSEExecSec@hhs.gov'; 'DNI-Executive-Secretariat@dni.gov'; 'EPAExecSec@epa.gov'; 'OMBExecSec@omb.eop.gov'; whs.pentagon.esd.mbx.cmd-correspondence@mail.mil; TREASExecSec@do.treas.gov; FBIExecSec@ic.fbi.gov; dosexecsec@state.gov
Cc: ESEC-Internal Liaison <ESEC-InternalLiaison@hq.dhs.gov>; OPS Exec Sec <OpsExecSec@HQ.DHS.GOV>
Subject: [EXTERNAL] DHS Memo - Appt. of a Federal Coordination Team for Las Vegas NYE

Good morning all,

Attached please find a memo from the Acting Secretary of Homeland Security regarding the Appointment of a Federal Coordination Team for Las Vegas New Year's Eve. This is being forwarded for your situational awareness.

Best,

(b)(6);
(b)(7)(C)

(b)(6);
(b)(7)(C)
Office of the Executive Secretary
U.S. Department of Homeland Security
202-282- (b)(6);
(b)(7)(C)
(b)(6);
(b)(7)(C) @hq.dhs.gov

1184596 / 19-3433

Secretary

U.S. Department of Homeland Security
Washington, DC 20528



**Homeland
Security**

August 20, 2019

MEMORANDUM FOR: DISTRIBUTION

FROM: Kevin K. McAleenan
Acting Secretary

SUBJECT: Appointment of a Federal Coordination Team for the Las Vegas
New Year's Eve

The Las Vegas New Year's Eve, a Special Event Assessment Rating level 2 event, is scheduled to take place in Las Vegas, Nevada on or about December 31, 2019, and will be a widely-attended, high-profile special event that will require significant coordination among federal, state, and local authorities.

I have appointed two members of the local federal community from the Department of Homeland Security to serve as Federal Coordinator and Deputy Federal Coordinator to coordinate federal support efforts for this event. (b)(6); (b)(7)(C) Special Agent in Charge, Las Vegas Field Office, United States Secret Service, will serve as Federal Coordinator. (b)(6); (b)(7)(C) Supervisory Air Marshal in Charge, Las Vegas Field Office, Transportation Security Administration, will serve as Deputy Federal Coordinator. Their appointments will remain in effect through the event's conclusion.

The two appointees comprise the Federal Coordination Team for this event and will serve not only as my local representatives, but also as the primary, although not exclusive, federal points of contact for facilitating coordinated federal support for the Las Vegas New Year's Eve. The Federal Coordination Team will not impede or affect the authority of other federal officials to execute their duties and responsibilities under applicable laws, orders, or directives. Moreover, they will not direct or replace the local incident command structure. I am confident that the Federal Coordination Team will provide the leadership necessary for this event, and I request that you provide them with the fullest support in the execution of these responsibilities. Questions can be directed to (b)(6); (b)(7)(C) Chief, Special Events Program, Office of Operations Coordination, at 202-447-(b)(6); (b)(7)(C) or (b)(6); (b)(7)(C) @hq.dhs.gov.

Attachments:

- A. Federal Coordinator Roles and Responsibilities
- B. Biography of (b)(6); (b)(7)(C)
- C. Biography of (b)(6); (b)(7)(C)

www.dhs.gov

Appointment of a Federal Coordination Team for the Las Vegas New Year's Eve
Page 2

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U.S. Department of Homeland Security
Office of Operations Coordination
Federal Coordinator Roles and Responsibilities

Appointed by the Secretary of Homeland Security, the Federal Coordinator (FC) serves as the Secretary's representative locally and is the primary, although not exclusive, federal point of contact for facilitating coordinated federal planning and support for designated special events. The FC may be supported by the appointment of a Deputy Federal Coordinator (DFC) and Alternate Deputy Federal Coordinator (ADFC), thus comprising a Federal Coordination Team (FCT). The FC will be appointed from a U.S. Department of Homeland Security (DHS) Component, and will be a federal executive from the event's district, whenever possible. If appointed, the DFC and ADFC will assist the FC and serve as successors if the appointed FC becomes unable to execute his mission.

Although there may be various levels of federal involvement, most special events are under the jurisdiction of state and local governments. The appointed FC is responsible for facilitating coordination of federal support with federal, state, and local government officials, and private sector event planners.

Specific FC responsibilities:

- Liaise and consult with state and local authorities on their event security and response plans.
- Ensure appropriate and coordinated federal support in response to federal-to-federal, state, and local requests for assistance.
- Maintain situational awareness of the event throughout the planning and execution phases and provide periodic updates to the Department.
- Contribute information on participating federal missions to the document known as the Integrated Federal Support Overview (IFSO).
- Act in an advisory capacity to local Incident Commanders in the event of an incident.
- Coordinate any public affairs or media inquiries with the Department's Office of Public Affairs through the National Operations Center (NOC).
- Participate in After Action Report processes conducted for the event.

The FC does not impede or affect the authorities of other federal officials to coordinate directly with their department or agency chains of command or to execute their duties and responsibilities under applicable laws, orders, or directives. Moreover, the FC does not direct or replace the local incident command structure. In the event of an incident, the FC will be on hand to coordinate any initial requests by the local Incident Commander for federal support and assistance. If the incident is serious enough to result in a Presidential Emergency or Major Disaster Declaration and the establishment of a Joint Field Office, the appointed Federal Emergency Management Agency (FEMA) Federal Coordinating Officer will coordinate the provision of federal assistance in accordance with the declaration and applicable laws, regulations, and agreements, and the FC will continue to serve as an advisor to the Unified Coordination Group operating within the declaration.

With the appointment of a FC, the Secretary of Homeland Security asks federal, state, and local agencies to cooperate and assist the FC in ensuring that an effective and efficient federal partnership results in an appropriate level of support for the event.

For further information contact: (b)(6); (b)(7)(C) @HQ.DHS.GOV; 202-282-(b)(6); (b)(7)(C)

April 5, 2019

FOR OFFICIAL USE ONLY

(b)(6); (b)(7)(C)

**Special Agent in Charge
Las Vegas Field Office
United States Secret Service**

(b)(6); (b)(7)(C)



(b)(6); (b)(7)(C) a native of Springfield, Massachusetts, serves as the Special Agent in Charge of the U.S. Secret Service (USSS), Las Vegas Field Office. In this management position, his responsibilities include overseeing the office's day to day investigative, administrative, and protective operations, to include the Reno Resident Office. He most recently served as the Coordinator for the 2016 Presidential Debate at the University of Nevada, Las Vegas.

(b)(6); (b)(7)(C)

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(b)(6); (b)(7)(C)

**Supervisory Air Marshal in Charge
Federal Air Marshal Service
Las Vegas Field Office
Transportation Security Administration**



Ms. (b)(6); (b)(7)(C) joined the Federal Air Marshal Service in May 2002 and was assigned to the Miami Field Office. She was selected as the Supervisory Air Marshal in Charge of the Las Vegas Field Office in July 2013 and is now charged with the overall management and operations of the office, to include four Assistant Federal Security Directors in two states.

(b)(6); (b)(7)(C)

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